RBt Hiring Script

Begin SCRIPT

Hey XYZ,

Hope you are doing awesome today. Calling to chat with you about your McD credentialing application, is now a convenient time to chat (they reply “yes” – starts positive and with a yes).

Great! Some fantastic news to share with you today.

We’re so excited for the recent developments we are seeing with McD and believe that we have an “in” with the state to get our folks cleared more quickly than the average agency.

This is because of the investment in our own personal lobbyist in Tallahassee who has fostered and created a direct relationship with AHCA’s leadership. This investment has borne fruit, and has allowed us uparalleled access to the decision-makers at the top. AHCA has even asked us to edit the upcoming draft handbook, something even FABA itself has yet to be able to see.

AHCA has great confidence in our agency’s structure, model, and leadership, with our owner, Carroll Streetman, having 45 years of healthcare leadership experience as well as being a PA and RN. He has personally met multiple times with Erica Floyd, AHCA’s Madam Secretary Mayhew, and AHCA Deputy secretary Beth Kidder.

This relationship is becoming more secure by the day, and we are seeing our techs clear in record time – no longer do we anticipate 3-4 months for clearance, and more like a 1/3rd of that time.

About 3 months back, we made a change to our company structure for hiring RBTs that has not been well received, resulting in many RBTs earning clearance through our agency for McD and then immediately seeking other employment. This has left a few of clients our clients scrambling to maintain scheduled services. As you likely know, children with special needs are a unique population that doesn’t always accommodate to change easily, therefore it is crucial that when we open cases for techs to work, those hours need to be filled as planned.

Because of the actions of a few techs, we’ve had to make changes for those we are acquiring McD numbers for, and are returning to our owl structure and model for bringing folks into this field. ABA is incredible competitive, and many “mom and pop agencies” exist who do not have the HR structure, BCBA only approach (many use LMHCs and LCSWs {licensed clinical social workers and Licensed mental health counselors}).

Our relationship with AHCA as well as our commitment to top-tier Behavior Analysis services means we are a unique agency for training and development of RBTs who we get in the field more quickly than most. As a result, we are re-instituting our previous policy, of requesting a 7 month commitment for all RBTs we hire and attain a McD number (from date McD number is attained) for using our contacts and reputation with AHCA. RBTs can also choose to pay $700 to cover our costs for applying for the McD number to have this clause waived early.

As we have already begun to process your file with McD, we are going to request you likewise sign this document and make this commitment. You do not have to, and are able to request that we cancel your McD ID application and release you from your position with FSBA in lieu of signin the document. This will allow you to seek other gainful employment in the field, and will allow that agency to do the leg-work for your McD ID application. This is being done chiefly to ensure the clients we open for you to work are not caused undue suffering by significant changes in therapists.

Would you like to make this commitment and stay with FSBA? To demonstrate our commitment to your success, we will also be increasing your pay by $0.75/hr, if you make this commitment to stick with us. Otherwise we will agree to part ways with no hard feelings, whatsoever.

This decision must be made by Friday at close of business, with the document signed and returned, or we will interpret the non-response as intention to seek other work.